



30 JUL 1977

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MEMORANDUM FOR:   
Office of Communications, DDA

FROM : John F. Blake  
Acting Deputy Director of  
Central Intelligence

SUBJECT : Organizational Development

REFERENCE : Your memo for the Record, dtd 20 May 77; Subject:  
Establishment of Staff of Internal Organization  
Development Specialists or Consultants

1. Your 20 May memorandum proposing the establishment of an Organizational Development Staff and program in the Agency has been studied along with a review of the two responses sent to you in conjunction with your employee suggestion of September 1976. In my judgment, the two earlier responses to you were not in opposition, as you suggest. Rather, the Office of Personnel properly noted the problems of establishing a Staff and a formal program, and the DDA reply detailed the OD activities already under way on an ad hoc basis. It is unfortunate that those two replies were not melded into a single response.

2. Your suggestion has obvious merit, as it would in nearly any organization. The Agency is not without interest in this matter, but right now it is very short on resources (money, people, and time) to commit to this particular effort. Nonetheless, I am certain that this suggestion will come up again, as it has from time to time since 1964, and perhaps we will be able to undertake an OD program in the future. If we make such a determination, your interest will be noted. I appreciate your continued concern about improving management.

John F. Blake

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